

EXHIBIT B

Exhibit B**Grace****Changes to Competitors' Retirement Plan Arrangements for New Hires** (Prepared by Watson Wyatt, August 2009)

Company	Had Defined Benefit Plan?	Recent Change Made for New Hires	DC Plan For New Hires after Change¹
Air Products	Yes	DC Plan	1% match; 4-6% non-match, based on service
HB Fuller	Yes	DC Plan	3% non-match
ICI	Yes	DC Plan	5% non-match
International Flav & Frag	Yes	DC Plan	4% match
Solutia	Yes	DC Plan	2.2% match
Rhodia	Yes (PEP)	DC Plan	2.0-7.5% non-match, based on age. Additional contributions for pay over SSWB
Albemarle	Yes	DC Plan	5-7% non-match, based on service
Lockheed Martin	Yes	DC Plan	3-6% non-match, based on service
Dupont	Yes	DC Plan	3% match; 3% non-match
PPG Industries	Yes	DC Plan	Information on new Defined Contribution structure not available
Eastman	Yes	DC Plan	3.5% match
Chemtura	Yes	DC Plan	3% match; 3% non-match
Gillette	Yes	DC Plan	5% - 19% (approx.) non-match, based on service ²
Engelhard	Yes	DC Plan	Information on new Defined Contribution structure not available ³
Ecolab	Yes	Cash Balance Plan	None
Praxair	Yes	Cash Balance Plan	None
Dow	Yes	Cash Balance Plan and enhanced DC Plan	1% non-matching contribution and 50% match on first 6%
Rohm and Haas	Yes	Cash Balance Plan and enhanced DC Plan	100% match on first 3%, 50% match from 3-6%
Cabot	Yes (Cash Balance)	None	N/A
Monsanto	Yes (Cash Balance)	None	N/A
Sigma-Aldrich	Yes (Cash Balance)	None	N/A
Constellation	Yes (PEP)	None	N/A
Valspar	No	N/A	N/A
Total (23 Companies)		Out of 23 companies: 14 moved to DC only 4 retained hybrid plan DB design 2 moved to hybrid w/enhanced DC 2 moved to hybrid w/o DC changes 1 never had a DB plan	Average New Hire DC Plan for those moving to DC-only benefits: 4.2% ⁴ (Employer portion only)

¹ This represents the additional amount provided to new hires as a result of the switch from a DB to DC plan.

² Gillette's parent company, Procter and Gamble, froze the Gillette DB plan at 1/1/2008 and moved these employees into the P&G profit share plan (shown above). It appears that the Gillette 401(k) plan with match was frozen since P&G currently offers a 401(k) plan with no company match.

³ Engelhard was acquired by BASF in June of 2006. It is our understanding that new hires at BASF get DC plan benefits only. We do not have the specific provisions of the DC plan at BASF.

⁴ Averages are based on DC contributions for new hires. For service-based plans, the lowest rate was used. For Rhodia, additional DC contribution of 3% is used (age 35 contribution). Averages do not include PPG Industries, Gillette or Engelhard since exact DC plan provisions for new hires are not known at this time.